

From: "McGowen, Doug" <Doug.McGowen@memphistn.gov>
To: "Strickland, Jim" <Jim.Strickland@memphistn.gov>
"William Gibbons \ (wgibbons\)" <wgibbons@memphis.edu>
btaylor@memphistomorrow.org
"Smith, Alexandria" <Alex.Smith@memphistn.gov>
Date: 7/11/2017 6:43:02 PM
Subject: RE: New bonus and payment schedule

Yes sir, happy to be present and answer questions.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Strickland, Jim" <Jim.Strickland@memphistn.gov>
Date: 7/11/17 12:35 PM (GMT-06:00)
To: "William Gibbons (wgibbons)" <wgibbons@memphis.edu>, btaylor@memphistomorrow.org, "Smith, Alexandria" <Alex.Smith@memphistn.gov>, "McGowen, Doug" <Doug.McGowen@memphistn.gov>
Subject: RE: New bonus and payment schedule

Doug will attend for me, and he could possibly address this issue.

Doug – your thoughts?

Jim

From: William Gibbons (wgibbons) [mailto:wgibbons@memphis.edu]
Sent: Monday, July 10, 2017 5:45 PM
To: btaylor@memphistomorrow.org; Smith, Alexandria
Cc: Strickland, Jim
Subject: Re: New bonus and payment schedule

Alex,

The Crime Commission board meeting is next Thursday, July 20 from 3 - 4 p.m. at 600 Jefferson. Director Rallings is on the agenda to give a brief report on recruitment/retention efforts. It would be great if you could be present just to answer any questions, in particular, about the payment of retention bonuses since that funding is coming through the Crime Commission.

Bill Gibbons
Executive Director
The Public Safety Institute

The University of Memphis
317 Robison Hall
Memphis, TN 38152

901.385-4232 | memphis.edu

From: Blair Taylor <btaylor@memphistomorrow.org>
Sent: Monday, July 10, 2017 1:28 PM
To: Smith, Alexandria
Cc: William Gibbons (wgibbons@memphis.edu); Strickland, Jim
Subject: RE: New bonus and payment schedule

Ok, I must have misunderstood about the grant payout schedule.
The main thing I need to discuss with you is the grant payment schedule. Please give me a call at your earliest convenience.

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670
Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org

From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]
Sent: Monday, July 10, 2017 12:29 PM
To: Blair Taylor <btaylor@memphistomorrow.org>
Cc: Bill Gibbons - MSCC (wgibbons@memphis.edu) <wgibbons@memphis.edu>; Strickland, Jim
<Jim.Strickland@memphistn.gov>
Subject: RE: New bonus and payment schedule

Blair

We have always stated that the retention bonus would be paid out in a lump sum in the November/December timeframe. We have shared this approach with MPA and are close to finalizing an understanding with them on this process. At this point, it is too late to move to a quarterly payment structure. We are preparing for open enrollment for this program July 24 and are having final meetings with MPA this week. We will also launch our communication campaign next week.

Alex Smith
Chief Human Resources Officer
City of Memphis
alex.smith@memphistn.gov
125 N. Main Street, Room 406 Memphis, TN 38103-2017
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

This e-mail may contain Protected Health Information and/or personal identifiable information that are of a sensitive and confidential nature. You are required to maintain this information in a secure and confidential manner and are prohibited from sharing without first obtaining permission from the individual who is the subject of this message unless permitted by law. Unauthorized disclosure may subject you penalties under federal and state law.

IMPORTANT WARNING: The documents accompanying this transmission contain confidential health information or personal identifiable information that is legally privileged. The information contained in this e-mail message is intended solely for the use of the above named recipient (s). If

you are not the intended recipient, or a person responsible for delivering this information to the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, copying, or distribution of any confidential and/or privileged information contained in this e-mail is strictly prohibited. If you have received this information in error, please notify us immediately by e-mail reply or by telephone at (901-576-6403) so that we can correct the error and arrange for destruction or return of the e-mailed document.

From: Blair Taylor [<mailto:btaylor@memphistomorrow.org>]
Sent: Monday, July 10, 2017 12:22 PM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>
Subject: FW: New bonus and payment schedule

Hey Alex. Just checking back in on this.

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670
Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org

From: Blair Taylor
Sent: Thursday, June 29, 2017 12:41 PM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>
Cc: Bill Gibbons - MSCC (wgibbons@memphis.edu) <wgibbons@memphis.edu>
Subject: FW: New bonus and payment schedule

Hey, so my questions/thoughts are this:

I thought bonus payments were to be paid at the end of the year earned, or at least paid as they re earned on a prorated basis in their paychecks. If I m reading correctly it looks like you re planning to pay them Nov/Dec of each year even though the program is only just starting in July.

I would rather see employees paid on a prorated quarterly basis or all at once at the end of the year earned. I ve got a strong preference for the latter but defer to whichever you think aligns more closely with best practices. Seems to me it will have a much more meaningful and memorable impact if it s paid out all at once.

Also, as for grant payment schedule, since the program is only just beginning this fiscal year, we should have the grant payments made along a fiscal year schedule. Our strong preference is to make a single annual payment just prior to the end of the fiscal year. So perhaps by June 1 of each fiscal year of the bonus program (that would mean we start with June 1 2018).

Give me a call as soon as you get a chance. Very open to discussing what works.

Blair

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670

Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org

From: Blair Taylor
Sent: Thursday, June 29, 2017 12:23 PM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>
Cc: Bill Gibbons - MSCC (wgibbons@memphis.edu) <wgibbons@memphis.edu>; 'Channin.Jackson@memphistn.gov' <Channin.Jackson@memphistn.gov>; 'Sink, Jennifer' <Jennifer.Sink@memphistn.gov>
Subject: FW: New bonus and payment schedule

Thanks Alex, wearing my hat as Treasurer of the Crime Commission, and copying our President Bill Gibbons, I m confirming that the revised bonus structure is as we discussed.

However, we need to adjust the grant payment schedule. I have some questions for you around when bonuses will be paid to employees which I think can inform our grant payment schedule. Please give me a call at your earliest convenience.

Thanks!

Blair

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670
Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org

From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]
Sent: Thursday, June 29, 2017 11:31 AM
To: Blair Taylor <btaylor@memphistomorrow.org>
Cc: Jackson, Channin <Channin.Jackson@memphistn.gov>; Sink, Jennifer <Jennifer.Sink@memphistn.gov>
Subject: New bonus and payment schedule

Attached is the new bonus and payment schedule from MSCC based on the new bonus proposal we discussed earlier this year. Please review and let me know if you are comfortable with these changes.

Alex Smith
Chief Human Resources Officer
City of Memphis
alex.smith@memphistn.gov
125 N. Main Street, Room 406 Memphis, TN 38103-2017
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

This e-mail may contain Protected Health Information and/or personal identifiable information that are of a sensitive and confidential nature. You are required to maintain this information in a secure and confidential manner and are prohibited from sharing without first obtaining permission from the individual who is the subject of this message unless permitted by law. Unauthorized disclosure may subject you penalties under federal and state law.

IMPORTANT WARNING: The documents accompanying this transmission contain confidential health information or personal identifiable information that is legally privileged. The information contained in this e-mail message is intended solely for the use of the above named recipient (s). If you are not the intended recipient, or a person responsible for delivering this information to the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, copying, or distribution of any confidential and/or privileged information contained in this e-mail is strictly prohibited. If you have received this information in error, please notify us immediately by e-mail reply or by telephone at (901-576-6403) so that we can correct the error and arrange for destruction or return of the e-mailed document.

